



Positioning Document

Dear Members – you will be aware that the Board of Scottish Archery proposes various changes to Articles and Bye Laws of the organisation at this year's AGM. An initial draft of Resolutions was circulated to the membership for review and comment. Your Board would like to thank those who took the time to read the draft and submit suggestions for changes or requested clarification on various points. Some of these were submitted as 'motions'. However the wording of these was not suitable for voting on at the AGM. These have, therefore, been included in this positioning paper along with explanations of the areas of concern/issue.

This document refers to the Articles and Bye Laws Resolutions paper being distributed along with this.

Item 1:

To explain to the membership, why you want to include "ScotSoft Archery" and what benefit this change is actually bringing to Scottish Archery if this would be voted in favour. Currently, I cannot see this change is necessary, as I would advise all clubs who want to work with Soft Archery to form a Junior Club or a School club. This way, they are covered by Archery GB insurance policy and as such, could also participate in other archery activities, if members decide to move on and what to further practice in the sport of archery. Especial as currently SoftArchery Clubs are not recognised by Archery GB and as such the insurance would come from the SAA. (We all are already paying for insurance, why do we have to set up a secondary insurance, we, the membership, is paying for?)

Response: In relation to the proposals relating to 'ScotSoft Archery Clubs & Members' the anticipated benefits are:

- Increase in Scottish Archery membership – particularly in younger age groups.. This assists with Scottish Archery's overall strategic objectives to grow the sport and addresses one of Scottish Governments Active Scotland Outcomes: *'we develop physical confidence and competence from the earliest ages'* allowing us to attract members from a younger age than ever and compete with other sports who traditionally 'get in' before us.
- Part of our longer term strategy to encourage participation at the earliest age. Pilot for Soft Archery proven very successful with C10,000 sessions in Schools in 2016. This is an opportune time to try to capture this level of enthusiasm for our sport, encouraging more participation.
- Junior or School Clubs: All Archery GB Clubs/members sign to comply with AGB Rules of Shooting. These are not relevant to proposed 'ScotSoft Archery Clubs'. Over longer term and as children who become involved in archery through 'ScotSoft Archery' wish to progress we will encourage more Junior/School Clubs (keeping in mind that Junior Clubs do not have En Bloc fees within AGB).
- The proposed En Bloc Fee of £15.00 per ScotSoft Club is in line with what we believe schools and similar organisations may be willing to pay
- Insurance - currently investigating potential cost of this – would anticipate this would be self funding from fees paid by the ScotSoft Archery Clubs. Final outcome may be that insurance not offered/required at all.
- Archery GB have been engaged on ScotSoft Archery Club proposals – not yet provided formal response. They have sold about 1900 Arrows kits, but have not moved down route of creating specific clubs – although they may consider the Scottish Archery move as a pilot
- Soft Archery simplifies the sport to make it much more accessible and usable.
- Enables creation of stronger school to club links and links with uniformed organisations such as Scouts.

Item 2:

Can you please explain to the Scottish Archery membership why we need this new reworded Article 8.1 (**Special Resolution 3**), and especially 'pregnancy and maternity'. By listing the items, you are bound to forget something and therefore are open to accusation .. - as a sample, you are forgetting "nationality", " paternity "

Response: the wording is a lift from the Equalities Act 2010, covering what are referred to as 'protected characteristics'. Nationality and paternity not protected characteristics. As Scottish Archery wishes to achieve the

next level of the Equality Standard for sport it is important we are seen to be fully inclusive and addressing any issues relating to adherence to the Equalities Act.

Item 3:

In 'specific resolution 5', two changes are described.

1st) you are merging original article 13.2.2 and 13.2.3 **and**

2nd) you are also increasing the number of independent (none Archery related) board members to half the board size.

You are further not referencing the original articles and the suggested changes. I would advise the Board, that the **special resolution 5** is either been dropped or correctly worded and presented to the membership, showing the original wording and the associated changes.

Response: Revised, finalised, Resolutions compare the existing and proposed revised Articles mentioned.

In relation to 'increasing the number of Independent Directors –Resolution is proposing there be more flexibility in the Board structure allowing **up to 4** Independent Directors. This will allow greater opportunities for individuals with specific and relevant skills to be brought onto the Board to assist in further developing archery in Scotland.

Item 4:

Explanation to the membership where the paid positions of "**CLUB DEVELOPMENT OFFICER**" and "**Scottish Archery Chief Operating Officer**" are coming from, as they had not been agreed upon at the last AGM. Further explain to the membership what the Agreed Strategies, Objectives and agreed initiatives are for those job roles and to whom they are accountable?

Response: Details of these posts were included in presentation submitted to **sportscotland** Investment Panel and presented to the Scottish Archery AGM in 2016.

For the Club Development Officer role the communications to the membership sent by email on the 6th June. This was supplemented by Facebook and Twitter posts on 11th June. As noted in these communications, this post is funded by **sportscotland** as part of their overall record investment package for Scottish Archery. This role is managed by our Pathways Manager (formerly Executive Development Officer) – also a post funded by **sportscotland**

For the Chief Operating Officer role, the Board of Scottish Archery made the decision (as they are permitted to do under Article 14.1 and 14.2 of the current Articles of Association). While full funding request to **sportscotland** was not met in full, having an increase of 42% in investment and taking account of overall strategy it would be in the best interest of Scottish Archery to have a part-time COO in place. This is funded from reserves and income. This was communicated to members by email in early April, posted on the Scottish Archery website and Facebook pages on the 13th April. This role is managed by the Chairperson with objectives agreed by the Board.

Item 5:

Clarification around the statement (From the draft 2016 AGM minutes) "*The presentation as given to the sportscotland Investment Panel was presented to the meeting. It was noted that this would be published on line along with the KPMG Audit. It was noted that Scottish Archery have put in an investment proposal to sportscotland for £495,000 over four years and this includes extra staffing. It was noted that if Scottish Archery was not successful in this then the strategic plan would need to be altered. A decision on this would be known in February and this would be published on the website.*"

a) Was this investment proposal successfully

b) If not, where did the money for the additional staff come from? As it states "*not successful in this then the strategic plan would need to be altered.*"

Response: The details of the record **sportscotland** investment was circulated to clubs by email on the 8th of May (this was the earliest date that **sportscotland** would allow the investment information to be published) as well as being posted on the Scottish Archery website, Facebook and Twitter accounts:
<http://scottisharchery.org.uk/news/sportscotland-investment-2017-18>